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# GOVERNMENT GAZETTE

## BOLETIM OFICIAL

GOVERNMENT OF GOA, DAMAN  
AND DIU

Secretariat

### ORDER

CDP/VPT/685/65

- Read: 1) This office Notice no. CDP/VPT/685/65, dated 23-8-1965.  
2) Explanations received from the members of the S. Matias Village Panchayat.  
3) The letter no. CDB/VP/3559, dated 9-11-1965 from the B.D.O. Panjim.

In exercise of the powers vested under Section 52(1) of the Goa, Daman and Diu Village Panchayats, Regulation, 1962, the Lt. Governor of Goa, Daman and Diu is hereby pleased to dissolve the Village Panchayat of S. Matias with effect from 15-12-1965 and to direct that it shall be reconstituted in the manner provided in the said Regulation.

During the period of dissolution, Shri P. M. Deshmukh, E.O. (Panchayats), Panjim shall perform the duties of the S. Matias Panchayat and shall exercise all the powers vested in it, under the said Regulation.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. P. Balasubramanian, Development Commissioner.  
Panjim, 6th December, 1965.

### General Administration Department

#### Notice

A Committee has been set up to assist the Government in finding suitable employment in Government services for ex-employees of various services of the old regime who are not at present employed due to extinction or re-organisation of these services and to suggest suitable measures to ensure that such re-employed persons are not as far as possible adversely affected as a consequence of re-organisation. All the ex-employees were asked to submit their representations in this connection to the Chairman of the Committee, Shri D. B. Bandodkar, Chief Minister. The Committee held its first meeting on the 16th December, 1965 and decided that in order to ensure that no ex-employee is left out, a fresh notice should be issued inviting applications from the ex-employees who are still unemployed and also from those who have been re-employed but who have grievances about their posts. Accordingly, all the ex-employees of the old regime are requested to submit their representations (6 copies) to the

(Tradução)  
GOVERNO DE GOA, DAMÃO  
E DIO

Secretaria

### Portaria

CDP/VPT/685/65

- Ref: 1) Aviso desta Repartição, n.º CDP/VPT/685/65, datado de 23 de Agosto de 1965.  
2) Esclarecimentos recebidos dos vogais do Panchayat Aldeano de S. Matias.  
3) Nota n.º CDB/VP/3559, de 9 de Novembro de 1965, do B.D.O. de Panjim.

No uso das faculdades conferidas pelo artigo 52(1) da Lei de Panchayats Aldeanos de Goa, Damão e Dio, de 1962, o Governador-tenente de Goa, Damão e Dio, dissolve o Panchayat Aldeano de S. Matias, a partir de 15 de Dezembro de 1965, e determina que o mesmo seja reconstituído como se acha estabelecido na mesma lei.

Durante o período da dissolução, o Sr. P. M. Deshmukh, E.O. (Panchayats), em Panjim desempenhará as funções do Panchayat Aldeano de S. Matias e exercerá todos os poderes conferidos no mesmo Panchayat ao abrigo da referida lei.

Por ordem e em nome do Governador-tenente de Goa, Damão e Dio.

S. P. Balasubramanian, Comissário de Fomento.  
Panjim, 6 de Dezembro de 1965.

### Departamento da Administração Geral

#### Aviso

Foi constituída uma comissão para ajudar o Governo a achar colocação apropriada nas Repartições Públicas, aos ex-funcionários públicos do regime cessante, que se acham presentemente desempregados devido à extinção ou reorganização das respectivas Repartições e sugerir medidas adequadas para assegurar que esses funcionários não fiquem, na medida do possível, adversamente atingidos em consequência da reorganização. Solicitou-se de todos esses ex-funcionários que submetessem exposições para esse fim ao presidente da comissão, Sr. D. B. Bandodkar, Ministro-Chefe. A comissão teve a sua primeira reunião em 16 do corrente mês e deliberou, a fim de assegurar que nenhum ex-funcionário fique excluído, que devia ser expedido um novo aviso solicitando exposições dos ex-funcionários que continuam desempregados e bem assim dos que foram reintegrados mas que tenham motivos de queixa quanto aos seus empregos. De harmonia com tal, solicita-se de todos os ex-funcionários do regime cessante que submetam

Chairman of the Committee, Shri D. B. Bhandarkar, Chief Minister by the 21st January, 1966, giving particulars regarding the post held by them under the previous regime with details of pay and allowances, whether now employed or unemployed and if employed, where. In case of those who are now employed, the present pay and allowances should also be mentioned in the representation.

No representations will be entertained after 5.30 p. m. on the 21st January, 1966.

K. B. Lall, Deputy Secretary, General Administration Department.

Panjim, 17th December, 1965.

### Revenue Department

#### Land Acquisition Act, 1894 (Act I of 1894)

No. RD/LQN/301/65 — Whereas it appears to the Government of Goa, Daman and Diu (hereinafter referred to as «the Government») that the land specified in the schedule hereto (hereinafter referred to as the «said land») is likely to be needed for public purpose of afforestation.

It is hereby notified under the provisions of section 4 of the Land Acquisition Act, 1894 (Act I of 1894) that the said land is needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyors or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, lease, mortgage, assignment, exchange, or otherwise, or any outlay or improvements made therein without the sanction of the Collector after the date of this notification, will, under section 24 (seventh) of the said Act, be disregarded by the officer assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Government Gazette, in the due course. If the acquisition is abandoned wholly or in part, the fact will be duly notified in the Government Gazette.

4. The Government is further pleased to direct under Sub-Section (4) of Section 17 of the said Act that as the acquisition of the said land is urgently necessary, the provisions of Section 5A, of the said Act shall not apply in respect of the said land.

5. The Government is also pleased to authorise under Sub-Section (2) of Section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa.
2. The Conservator of Forests, Goa, Daman and Diu.

#### SCHEDULE

Taluka	Village	Description of the said land	Approximate area
Following lands believed to be belonging to the Comunidade of Usgao:			
Ponda	Usgao	1) Land known as «Querizona and Matugal» bounded on the East by the Govt. Forest, on the West by the public road on the North by the land «Kossambeachem Khan» and on the South by the land «Xeme touro».	550 hectares
		2) Land known as «Xemetouro and Kassalem» bounded on the East by the Govt. Forest on the West by the public road on the North by the «Ma-	

as suas exposições (6 cópias) ao presidente da comissão, Sr. D. B. Bhandarkar, Ministro-Chefe, até 21 de Janeiro de 1966, dando pormenores acerca do lugar que ocupavam no regime cessante, vencimento e abonos que percebiam, se têm colocação ou não e, no primeiro caso, onde se acham colocados.

No caso daqueles que se acham presentemente colocados, deve-se mencionar também o actual vencimento e abonos.

As exposições que não sejam recebidas até às 17.30 horas de 21 de Janeiro de 1966, não serão consideradas.

K. B. Lall, Secretário adjunto do Departamento da Administração Geral.

Panjim, 17 de Dezembro de 1965.

### «Revenue Department»

#### «Land Acquisition Act, 1894 (Act I of 1894)»

No. RD/LQN/301/65 — Considerando que o Governo de Goa, Daman e Diu (referido daqui em diante como «Governo») acha que o terreno especificado no quadro anexo (referido daqui em diante como «aludido terreno») é de utilidade pública para os fins públicos de povoamento;

Torna-se público, ao abrigo do disposto no artigo 4.º do «Land Acquisition Act, 1894 (Act I of 1894)», que o aludido terreno é necessário para os fins públicos acima referidos.

2. Os interessados no aludido terreno são por este avisados a não impedir ou interferir com os agrimensores e outro pessoal em serviço no aludido terreno, para os fins da aquisição do mesmo. Quaisquer contratos para alienação do aludido terreno, por meio de venda, arrendamento, hipoteca, cedência, troca ou de qualquer outra forma, ou quaisquer projectos ou melhoramentos feitos no mesmo, sem autorização do Collector, depois da data deste aviso, não serão tomados em consideração, ao abrigo do artigo 24.º ( sétimo) do referido Act, pelos funcionários encarregados de atribuir compensação pelas partes do aludido terreno que venham a ser finalmente adquiridas.

3. Caso o Governo considere que o aludido terreno é necessário para os fins acima referidos, será publicado oportunamente, no *Boletim Oficial*, um aviso final para esse efeito, ao abrigo do artigo 6.º do referido Act. Se a aquisição for abandonada, total ou parcialmente, o facto será notificado no *Boletim Oficial*, na devida altura.

4. O Governo mais determina ao abrigo da alínea (4) do artigo 17.º do referido Act que, como a aquisição do aludido terreno é de urgente necessidade, o disposto no artigo 5A do mesmo Act não terá aplicação em relação ao dito terreno.

5. O Governo também autoriza, ao abrigo da alínea (2) do artigo 4.º do referido Act, as seguintes entidades oficiais a exercerem as funções especificadas na mesma lei, em relação ao aludido terreno:

1. Collector de Goa.
2. Conservador das Matas de Goa, Daman e Diu.

#### QUADRO

Cancelho	Aldeia	Descrição do aludido terreno	Área aproximada
Os seguintes terrenos que se presumem pertencer à comunidade de Usgão:			
Pondá	Usgão	1) Terreno denominado «Querizona e Matugal» confrontado de nascente pela mata do Estado, de poente pela estrada pública, de norte pelo terreno «Kossambeachem Khan» e de sul pelo terreno «Xeme touro».	550 hectares
		2) Terreno denominado «Xemetouro e Kassalem», confrontado de nascente pela mata do Estado, de poente pela estrada públi-	

Taluka	Village	Description of the said land	Approximate area
		tugal» and on the South by the boundary of the village Siliem.	
		3) Land known as «Marvassodo or Marvaddo» bounded on the East by the public road; on the West by the land known as «Gali» on the North by the road going to Khandeapar and on the South by the land known as «Soptamolem».	

By order and in the name of the Administrator of the Union Territory of Goa, Daman and Diu.

*Sripad Anant Nadkarni*, Secretary (Revenue).

Panjim, 10th December, 1965.

### Law Department

#### Administrative Tribunal of the Union Territory of Goa, Daman and Diu

##### Notification

By notification of the Court of Judicial Commissioner of Goa, Daman and Diu, dated 9-11-1965, published in Government Gazette no. 34, series I, dated 18-11-1965, the Court of Judicial Commissioner will sit thrice a week on Mondays, Wednesdays and Fridays.

Hence for the convenience of the Counsel and the parties, it is necessary for the Administrative Tribunal to sit on some other day of week, instead of Wednesdays.

From 1st January 1966, the Administrative Tribunal will sit on Saturdays and 2nd Thursdays of every month.

On 2nd Saturdays will not sit, as these days are holidays.

By order of the Tribunal.

*Ananta Xembu Naique Amoncar*, Secretary of Administrative Tribunal.

Panjim, 15th December, 1965.

### Industries and Labour Department

##### Order

ILD/HS/1290/65

Read: Government order No. PDD/HS/2195/64 dated 8th October, 1964.

Dr. J. F. Martins is temporarily appointed to the post of Health Educator in the Health Services on a pay of Rs. 400/- p.m. in the scale of Rs. 400-25-500-30-590-EB-30-800-EB-30-830-35-900 plus other allowances admissible according to the rules.

By order and in the name of the Administrator of the Union Territory of Goa, Daman and Diu.

*D. V. Savant*, Deputy Secretary (Health).

Panjim, 7th June, 1965.

##### Order

ILD/HS/2813/64

In partial modification of Government order No. PDD/HS/2813/64 dated 17/4/64, the Administrator of Goa, Daman and

Concelho	Aldeia	Descrição do aludido terreno	Área aproximada
		ca, de norte pelo «Matugal» e de sul pelos limites da aldeia de Siliem.	
		3) Terreno denominado «Marvassodo ou Marvaddo», confrontado de nascente pela estrada pública, de poente pelo terreno denominado «Gali», de norte pela estrada que se dirige a Khandeapar e de sul pelo terreno denominado «Soptamolem».	

Por ordem e em nome do Administrador do território da União de Goa, Damão e Diu.

*Sripad Anant Nadkarni*, Secretary (Revenue).

Pangim, 10 de Dezembro de 1965.

### Departamento de Justiça

#### Tribunal Administrativo do território da União de Goa, Damão e Diu

##### Despacho

Por resolução do Tribunal do Comissário Judicial de Goa, Damão e Diu, datada de 9 de Novembro de 1965 e publicada no *Boletim Oficial* n.º 34, 1.ª série, de 18 de Novembro de 1965, o Tribunal do Comissário Judicial reunir-se-á três vezes por semana, às segundas, quartas e sextas.

Em vista disto, torna-se necessário, para a conveniência dos juizes e do público, que o Tribunal Administrativo tenha as suas sessões em qualquer outro dia de semana, em vez das quartas-feiras.

A partir de 1 de Janeiro de 1966, o Tribunal Administrativo reunir-se-á aos sábados e na segunda quinta de cada mês.

No segundo sábado, de cada mês, não haverá sessão por se feriado.

Por ordem do Tribunal.

*Ananta Xembu Naique Amoncar*, Secretário do Tribunal Administrativo.

Pangim, 15 de Dezembro de 1965.

### Departamento de Indústrias e Trabalho

##### Portaria

ILD/HS/1290/65

Ref: Portaria n.º PDD/HS/2195/64, de 8 de Outubro de 1964.

O Dr. J. F. Martins é nomeado, temporariamente, instrutor sanitário dos Serviços de Saúde, com o vencimento mensal de Rps. 400/-, na escala de Rps. 400-25-500-30-590-EB-30-800-EB-30-830-35-900, acrescido dos subsídios admissíveis segundo as normas em vigor.

Por ordem e em nome do Administrador do território da União de Goa, Damão e Diu.

*D. V. Savant*, Secretário adjunto (Saúde).

Pangim, 7 de Junho de 1965.

##### Portaria

ILD/HS/2813/64

Alterando, em parte, a portaria n.º PDD/HS/2813/64, de 17 de Abril de 1964, o Administrador de Goa, Damão e Diu,

Diu is pleased to appoint Dr. Ramesh Borkar, Tisiologist of the T. B. Hospital Margao as President/chairman of Board of Directors of Hospicio Hospital at Margao vice Dr. Emidio Afonso resigned.

These orders will take immediate effect.

By order and in the name of the Administrator of the Union Territory of Goa, Daman and Diu.

B. K. Chougule, Secretary, Industries and Labour Department.

Panjim, 14th December, 1965.

Order

LC/1/65

In accordance with the provisions of Section 17(i) of the Industrial Disputes Act, 1947, the following report of the Board of Conciliation appointed by the Government of Goa, Daman and Diu vide their Order no. LC/1/64 dated 7-3-1964 is hereby published:

By order and in the name of the Administrator of the Union Territory of Goa, Daman and Diu.

B. K. Chougule, Secretary, Industries and Labour Department.

Panjim, 14th December, 1965.

LC/1/65/3844

From

Shri A. B. Keny,  
Labour Commissioner and Chairman,  
Board of Conciliation,  
Panjim (Goa).

To

The Secretary,  
Industries & Labour Department,  
Govt. of Goa, Daman and Diu,  
Panjim (Goa).

Subject: — Industrial Dispute between the Municipalities of Goa, Salcete, Bardez and Mormugão and workmen respectively employed under them.

Sir,

In accordance with the provisions of Section 13(2) of the Industrial Disputes Act, 1947 we, the members of the Board of Conciliation appointed by the State Government for handling the above Industrial Dispute beg to submit a report to the State Government, which resulted into bringing the parties together and signing a Memorandum of Settlement by the parties to the dispute.

The Goa Municipal Worker's Union submitted a charter of demands on the Municipalities of Goa, Salcete, Mormugão and Bardez in the different months of 1963. The Union subsequently reported to Government that there was no settlement on the demands so submitted. The matter was therefore considered by the State Government and vide its Order no. LC/1/64 dated 7th March 1964, published in the State Government Gazette no. 12, Series I, dated 19th March 1964, on page 69, referred the demands relating to pay scales and classification of workmen, overtime allowance, outdoor allowance, house rent allowance, education allowance, promotions, leave provisions, age of retirement, pension scheme, and maternity leave, to the Board of Conciliation in accordance with the provisions of Section 10(1) (d) of the I. D. Act, with the Labour Commissioner as the Chairman and Shri S. A. S. Nadkarni, Director of Civil Administration, Panjim representing the Municipalities, and Shri Shivram Ajgaonkar, General Secretary of the Goa Municipal Worker's Union representing the workmen. After reference of the dispute to the Board several meetings were held beginning from 6th April 1965. The last meeting was held on 16th July 1965.

In the course of the conciliation proceedings quite a lot of information had to be collected about the service conditions of workmen employed in the Municipalities in the

nomia o Dr. Ramesh Borkar, médico tisiologista do Sanatório de Margão, presidente da comissão administrativa do Hospital do Hospício de Margão, em substituição do Dr. Emídio Afonso, que resignou-se desse cargo.

A presente portaria terá efeito imediato.

Por ordem e em nome do Administrador do território da União de Goa, Damão e Diu.

B. K. Chougule, Secretário do Departamento de Indústrias e Trabalho.

Panjim, 14 de December, 1965.

neighbouring States, the existing service conditions of the workmen employed by the different Municipalities, the number of workmen employed, etc., and hence the conciliation proceedings were adjourned from time to time with the mutual consent of all the parties to the dispute. Finally, a memorandum of settlement was signed on 14th December, 1965 before the Board of Conciliation, which is appended to this report.

We take this opportunity of thanking all the parties to the dispute in collecting the information required in connection with this dispute and in extending every cooperation that resulted in this settlement.

It is requested that Government may be pleased to publish this report in accordance with the provisions of Section 17(1) of the Industrial Disputes Act, 1947.

Yours faithfully,

A. B. Keny

Labour Commissioner and Chairman,  
Board of Conciliation.

S. A. S. Nadkarni

Secretary, Revenue Department and  
formerly Director of Civil Administration, Panjim (Goa).

Shivram Ajgaonkar

General Secretary Goa Municipal  
Workers' Union Vasco da Gama.

Panjim, 14th December, 1965.

#### MEMORANDUM OF SETTLEMENT

Representing Municipalities:	Representing Workmen:
1) Shri Anthony J. de Souza (President) Panjim Municipality.	(Suryacant Sinai Zuwar-kar) President, Goa Municipal Workers' Union.
2) S. S. Desai (Engineer) Salcete Municipality.	
3) Shri A. Fonseca (Engineer in Charge) Bardez Municipality.	
4) Shri D. M. Thamankar, President, Mormugao Municipality.	

#### SHORT RECITAL OF THE CASE

The Industrial Dispute between the Municipalities of Goa, Salcete, Bardez and Mormugao was referred to the Board of Conciliation consisting of Labour Commissioner as the Chairman and Dr. S. A. S. Nadkarni, formerly Director of Civil Administration and Shri Shivram Ajgaonkar, General Secretary of the Union, the latter two representing the Municipalities and the workmen respectively. The Board of Conciliation met in the office of the Labour Commissioner, Panjim, from time to time and finally reached a settlement on the dispute on the following terms:—

#### TERMS OF SETTLEMENT

In respect of the demands relating to the Uniforms, rain-coats, gum boots, etc. it is agreed that sweepers, garden workers and workers employed on construction and maintenance of roads and buildings should be provided with kamolis.

Drivers and peons should be provided with rain coats.

Drainage workers, muccadums if any, employed in the drainage department, asphalt layers, electricians employed in the day shift and night shift workers employed in the Power House (which was at that time under the control of Panjim Municipality) should be provided with gum boots. Certain number of gum boots should be kept in the municipal office and in the Power House for use by any workman who may have to work in mud or water.

Rain coats and kambhis should be supplied after every two years. It was understood that in terms of this agreement the rain coats, kambhis, were supplied in the year 1964. The next supply should, therefore, be before the onset of monsoons of 1966.

Excepting workers employed as asphalt layers and as drainage workers, gum boots should be provided after every four years. Asphalt layers and drainage workers should be provided with gum boots as and when the earlier sets are worn away. Supply of rain coats and kambhis should be of good quality.

2) Sweepers and Cleaners should be provided with uniforms consisting of two shirts and two half pants. Muccadums, Inspectors, Supervisors, drivers and peons should be provided with uniforms consisting of two shirts and two pants. Female workers should be supplied with two saris. Supply of these uniforms should be annual.

3) All the workmen should be entitled to leave at the following rates:—

- (a) Privilege leave at the rate of 21 days per year to be accumulated upto 42 days.
- (b) Sick leave at the rate of 30 days per year to be accumulated upto 30 days. Sick leave should be granted only on production of medical certificate from a Registered Medical Practitioner.
- (c) Non-cumulative casual leave at 7 days per year.
- (d) Maternity leave to female employees at the rate of three months i.e., 6 weeks prior to confinement and 6 weeks thereafter. This leave should be on full pay. It is agreed that in the vacancies caused as a result of granting maternity leave to female workers no substitute should be appointed. The other workers in the department should share the work of the workmen absent on maternity leave.

4) The age of retirement of the workmen should be 60 years.

5) It is agreed that a Gratuity Scheme should be introduced for the benefit of municipal workmen. The rate of gratuity should be 15 days' wages (wages means basic pay and dearness allowance) for every completed year of service limited to 15 months' wages. The gratuity at this rate should be paid to the workmen on reaching the age of superannuation which is agreed as 60 years, or in the event of this physical or mental invalidity. In the event of death of the workman concerned the gratuity at the above rate should be paid to the dependents of the deceased workman. It was further agreed that all the workmen who are permanent or who are doing the work which is of a permanent nature for at least one year as on 1-1-1964 should be entitled to Provident Fund benefit. The rate of contribution to the Provident Fund should be 1¼ per cent, of the wages, the Municipalities contributing an equivalent amount. For the purpose of deductions towards Provident Fund only basic pay and dearness allowance should be taken into consideration. Persons employed as «Quadro» employees (taken over as permanent employees from the former Portuguese Administration) should be excluded from the purview of these retirement benefits (i.e. gratuity and Provident fund) as they are already entitled to pensionary benefits in accordance with old Portuguese Regulations.

6) It was agreed that in the event of death arising out of accident met with by a workman during the course of his employment, the dependent of the workman should be held entitled to the benefit at the rates admissible under the Workmen's Compensation Act, 1923, whether the workman is otherwise entitled to the benefits of that Act or not. In this connection it was agreed that whether a particular case of a workman who dies while on duty is the case of death resulting from accident arising out of and in the course of his employment or not, should be decided if necessary by a Medical Board whose decision should be final and binding on all the parties.

The benefits of the gratuity and of the Workmen's Compensation Act as agreed to vide Serial Nos. 5 and 6 should

be extended with retrospective effect from 1-1-1962 and should be allowed to the workmen or their dependents, as the case may be, at the rates and on the basis agreed to in those clauses. If any ex-gratia payment was already made to the workman or to his dependents, as the case may be, the same should be deducted from the gratuity or compensation that would otherwise be admissible in terms of these decisions.

7) It is agreed that the workmen of the Municipalities, who contract T.B., should be entitled to additional leave with full pay upto a maximum of six months besides leave of any other type if admissible in terms of this settlement. The workmen contracting T.B. should be admitted to Government Hospitals where free treatment is provided. The workmen should also be entitled to special treatment like injections, medicines, etc. as may be recommended by the Medical Officer in charge of the hospital where they are admitted.

3) On the question of overtime wages, it is agreed that whenever workmen are made to work for more than 8 hours a day on a working day, they should be entitled to double the ordinary rate of wages for the extra hours of work. If they are made to work on Sundays and holidays as declared by Government they should be entitled to payment of one and a half times their ordinary rates of wages.

4) All the workmen should be classified as follows:—

The pay scale admissible to each group of workmen is mentioned against that group:

A---In this group would be classified workmen employed as—

- (a) Sweepers;
- (b) Garden coolies;
- (c) Transplanters;
- (d) Waterers;
- (e) Weeders, and
- (f) other miscellaneous garden coolies;
- (g) Coveiros, i.e. workmen employed in the cemeteries; and
- (h) Watchmen.

The admissible pay scale should be Rs. 30-1-40 with dearness allowance of Rs. 50/- per month, house rent allowance of Rs. 7-50 Ps. per month, and an unclean allowance of Rs. 3/- per month for sweepers only.

B---In this group would be classified workmen employed in the following categories:—

- (a) Workmen employed on the road construction and road repair, as asphalt layers, etc.
- (b) Trimmers employed in garden work;
- (c) Peons employed in different sections of Municipal Organisation;
- (d) Sprayers employed in Health Department;
- (e) Motor cleaners;
- (f) Unskilled employees in the Mechanical Department.

The workmen employed in this group should be fixed in the pay scale of Rs. 40-1-45 with dearness allowance of Rs. 50/- per month and house rent allowance of Rs. 7-50 Ps. per month.

C---The next group of workmen would be—

- (a) Supervisors employed in the different Municipal Departments like Marketing, Health Sanitations, Gardening, Road work, etc.; and
- (b) Assistant Masons.

The pay scale to be allowed to this group should be Rs. 65-2-85 with dearness allowance of Rs. 60/- per month and house rent allowance of Rs. 7-50 Ps. per month.

D---Next group would consist of—

- (a) Tax Collectors; and
- (b) Masons.

The pay scale to be allowed to the workmen employed in this group should be Rs. 70-4-102. The dearness allowance should be Rs. 60/- per month and house rent allowance of Rs. 7-50 Ps. per month.



E—The next group should be workmen employed as—

- (a) Drivers;
- (b) Senior Supervisors;
- (c) Painters;
- (d) Pipe fitters;
- (e) Plumbers; and
- (f) Assistant Mechanics.

The admissible pay scale should be Rs. 85-4-101-5-116. The rate of dearness allowance should be Rs. 60/- per month and house rent allowance Rs. 7-50 Ps. per month.

It was further agreed that drivers employed on Municipal rollers should be allowed a special pay of Rs. 10/- per month. It was further agreed that when the drivers are sent on deputation to contractors who take them outside the municipal area, they should be allowed a special allowance of Rs. 2/- per day and his Assistant should be allowed a special allowance of Rs. 1.50 Ps. per day for defraying the additional expenditure that they have to incur on lunch and lodging.

F—The next group should consist of mechanics:

They should be allowed a pay scale of Rs. 100-5-150 with dearness allowance of Rs. 60/- per month and house rent allowance of Rs. 7-50 Ps. per month.

G—Next group should consist of gardeners:

The pay scale attached to this post should be Rs. 80-5-120 with dearness allowance of Rs. 60/- per month and house rent allowance of Rs. 7-50 Ps. per month.

H—Bhangis should be allowed a pay scale of Rs. 40-1-45 with dearness allowance of Rs. 50/- per month, house rent of Rs. 7-50 Ps. per month and unclean allowance of Rs. 4/- per month.

It was agreed that isolated categories of workmen like radio player etc. should be classified in appropriate pay scale by management after discussing the issue with the Union.

In the matter of fixation of persons in these revised pay scales etc. the service rendered by a workman as on 1-1-1964 should be taken into consideration (subject to the next para) and increment should be allowed on the following basis:—

- (i) 1 increment for continuous service of 3 years and above but less than 6 years.
- (ii) 2 increments for service rendered for 6 years and more but less than 9 years.
- (iii) 3 increments if the service rendered is more than 9 years.

The present wages of a workman, if they happen to be more than the revised pay and dearness allowance, should not be adversely affected as a result of introduction of the revised pay scales and allowances. Thus for example, if a workman is at present drawing a total emolument of Rs. 85/- it should be considered for the purpose of this pay fixation that his present basic wage is Rs. 30/- and dearness allowance Rs. 50/- per month and he should be allowed Rs. 5/- as personal pay which should be absorbed in future increments or in the increments which he would be allowed as above.

The revised pay scales and allowances should be agreed to be introduced in principle with retrospective effect from

1-1-1964. It is, however, necessary to approach the Government of India, for getting their approval for introducing these pay scales etc. with retrospective effect from this date. They would, therefore, be enforced only when the Government of India's concurrence is received for introducing these pay scales and allowances with effect from this date. Pending receipt of Government of India's orders, the pay scales and allowances should be granted to the workmen with effect from 1-12-1965, with the increments allowed on the formula mentioned in the preceding paragraph. In the event of Government of India not agreeing to the introduction of the pay scales, allowances, etc. with retrospective effect from 1-1-1964, the pay scales etc. shall be deemed to have been enforced from 1-12-1965 only, and arrears of increments allowed in terms of the formula mentioned above would be recovered from their wages in due course.

For the purpose of calculation of daily wage or overtime wage the monthly wages earned by the workmen should be divided by 26.

(10) The rates of dearness allowance mentioned in the previous clause is on the following basis:—

- (i) Dearness allowance on basic pay upto Rs. 50/- per month should be Rs. 50/- per month.
- (ii) Dearness allowance on basic pay between Rs. 51/- and Rs. 100/- should be Rs. 60/- per month.
- (iii) Dearness allowance on basic pay ranging between Rs. 101/- and Rs. 150/- per month should be Rs. 70/- per month.
- (iv) Dearness allowance on basic pay of Rs. 151/- to Rs. 200/- per month should be Rs. 75/- per month.

Representing Municipalities:

- 1) Shri Anthony J. de Souza (President) Panjim Municipality.
- 2) S. A. Desai (Engineer) Salcete Municipality.
- 3) Shri A. Fonseca (Engineer in Charge) Bardez Municipality.
- 4) Shri D. M. Thamankar, President, Mormugao Municipality.

Representing Workmen:

(Suryacant Sinai Zuwar-kar) President, Goa Municipal Workers' Union, Panjim-Goa.

Witnesses:

- 1) E. K. Chowgule, Secretary I. & L. Department.
- 2) (Miss) Philomena Fernandes.

A. B. Keny

Labour Commissioner and Chairman,  
Board of Conciliation, Panjim (Goa).

S. A. S. Nadkarni

Secretary, Revenue Department and  
formerly Director of Civil Administration, Panjim (Goa).

Shivram Ajgaonkar

General Secretary Goa Municipal  
Workers' Union, Panjim (Goa).

Panjim, 14th December, 1965.